

SECRET

EYES ONLY

DD/A 75-4773

8 October 1975

MEMORANDUM FOR: Director of Central Intelligence  
Deputy Director for Intelligence  
Deputy Director for Operations  
Deputy Director for Science and Technology  
Chairman, "E" Career Service

SUBJECT : Supergrade Status

1. I have attached at Tab A for the information and study of all addressees a status report of 1 October 1975 on the current and planned utilization of our supergrade allocation.

25X9 2. This status report reflects the totality of knowledge on the matter possessed by the Office of Personnel as of 1 October. It includes those new promotion recommendations currently being processed for presentation to the Director, as well as the request for additional allocation of supergrade ceiling. The entry under additional ceiling requested of [ ] positions for supergrade allocation by the "E" Career Service is made with the concurrence of that Service, but with the realization the figure may be subject to some change.

3. It appears to me that we are faced with a very early and difficult problem. It is my understanding that the Director is meeting with the Component Heads of the O/DCI on Tuesday, 14 October 1975 to discuss, among other things, the requested increase in supergrade allocation within that area. An analysis of the figures now given you shows the size and complexity of the problem. We would hope that following the Tuesday meeting, the Director would refer the matter to the CIA Management Committee and let us take under advisement how best to handle the matter.

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CL BY 001777

4. You will note on the status report language which addresses itself to the existence of certain "contract supergrade" ceiling. I have put at Tab B a copy of a memorandum that addresses itself to this matter.



25X1A

John F. Blake  
Deputy Director  
for  
Administration

2 Atts:

Distribution:

- Original - DCI
  - 1 - Chairman, "E" Career Service (Mr. Iams)
  - 1 - DDI
  - 1 - DDO
  - 1 - DDS&T
  
- 1 - D/OP
- 1 - DD/A Subject
- 1 - JFB Chrono

DD/A:JFBlake:der (8 October 1975)

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b. Contract Supergrade Equivalent:

(1) At the present time there are [redacted] contract personnel on duty who hold the equivalent of supergrade rank. This will increase to [redacted] should you approve the DDO's promotion recommendation on Mr. [redacted] Career Associate.

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(2) As part of the Agency's conversion to a single ceiling control concept, there have been internal discussions on whether contract supergrade equivalents must be absorbed within the Agency's supergrade staff ceiling of [redacted]. I believe we can take the position that conversion to a single ceiling system simply maintains the status quo on the number of staff supergrade personnel and contract personnel supergrade equivalents. We urge, therefore, that we maintain the current staff and contract supergrade situation as is. If this concept is challenged by OMB, I believe we should strongly resist; but if you should then decide to absorb contract supergrade equivalents within the [redacted] supergrade ceiling, we suggest a gradual transition as attrition occurs; i.e., as contract personnel holding supergrade equivalent rank retire or otherwise leave the Agency, their positions not be filled. To absorb them now would mean sifting the present promotion list to eliminate 14 proposed promotions.

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4. Recommendation: It is recommended:

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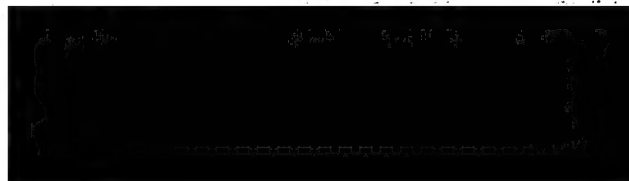
d. That we continue to maintain the staff supergrade *New ✓*  
ceiling at [REDACTED] and the contract supergrade equivalent at [REDACTED] *Total* [REDACTED]

  
F. W. M. Janney  
Director of Personnel

25X1A

Attachments:

APPROVED :



1 APR 1975

Date

DISAPPROVED:

Distribution:

Orig - Adse, return to D/Pers  
1 - DDCI  
1 - ER  
1 - D/Pers (w/held)

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